

Department of Athletics Temporary Faculty Evaluation Criteria

Annually, temporary faculty will be evaluated by the Director of Athletics and/or their supervisors on the overall administration of their program. Qualitative and/or quantitative goals shall be established. Five broad components will be evaluated as they pertain to the specific duties listed in the position description. Those components include

- 1) Competitive Success
- 2) Academic success which includes student-athlete development
- 3) Budget Accountability including policy/procedure/deadline adherence
- 4) Fundraising/community engagement
- 5) Administration of the program

Please familiarize yourself with the evaluation policy at <https://www.csustan.edu/fa/evaluation-temporary-faculty.edu>

In some of these categories, success is more easily defined than others. Examples include (but not limited to):

- 1) Competitive success- overall competitiveness of program versus peers. Win/loss record over tenure is a consideration. Evaluation by Director of Athletics of competitiveness of program. Evaluation of ability and prowess of recruiting talented student-athletes.
- 2) Reaching academic success goals established as well as performance with regards to academic ineligibles. Ability to monitor academic success of student-athletes and implement best practices for sustained academic excellence.
- 3) Performance versus established budgets as well as responsiveness to deadlines for administrative requests and paperwork.
- 4) Meeting/exceeding annual established fundraising goals. Effort level in fundraising. Effective promotion of sport and department in relations to community engagement.
- 5) Administration of program – Evaluation of Director of Athletics on how you run your program. Evaluation of your leadership, responsibility, and accountability of your sport.

The goal number one priority of Stan State Athletics is the health, safety, and well-being of our student-athletes. We strive for a positive student-athlete experience that includes academic, athletic, and social success. Teaching life skills through the rigors of athletic competition is a critical component of a successful program.